
**HUMAN RELATIONS COMMISSION
REGULAR MEETING
Monday, September 11, 2006
Human Resources
Pinnacle Training Room
7575 E. Main Street
Scottsdale, Arizona**



PRESENT: Michele deLaFreniere, Chair
Enid Seiden, Vice-Chair
Marty Gendron, Commissioner (arrived 5:27)
Carol Padwe, Commissioner
John Tutelman, Commissioner
Richard Woerth, Commissioner (arrived 5:15)
Theodore Tyler, Commissioner

STAFF: Don Logan, Office of Diversity & Dialogue
Denise Labrecque, ADA Department

1. CALL TO ORDER

The regular meeting of the Scottsdale Human Relations commission was called to order by Chair deLaFreniere at 5:05 p.m. A formal roll call confirmed members present as stated above.

2. REVIEW OF MINUTES

COMMISSIONER TUTELMAN MOVED TO APPROVE THE MINUTES OF JULY 10, 2006. SECONDED BY COMMISSIONER PADWE, THE MOTION CARRIED UNANIMOUSLY BY A VOTE OF FIVE (5) TO ZERO (0).

3. VOTE ON COMMISSION BY-LAWS

Mr. Logan distributed by-laws which included the proposed amended language. He noted that if approved, the Chair and Vice-Chair would be required to sign a certificate acknowledging Commission approval of the action.

In response to an inquiry by Commissioner Tutelman, Mr. Logan confirmed that the only change was to paragraph 207 regarding attendance. Mr. Logan reviewed the Section 207 amended language: "If any Commissioner is absent from three consecutive regular meetings or from four meetings within a six-month period, the Commission may recommend by majority vote to the City Council that the position be considered vacated and a replacement appointed. Written notification shall be provided to the City Clerk of any vacancy created for this or any other reason."

COMMISSIONER TUTELMAN MOVED TO AMEND THE LANGUAGE IN THE BY-LAWS AS NOTED. SECONDED BY COMMISSIONER TYLER, THE MOTION CARRIED UNANIMOUSLY BY A VOTE OF SIX (6) TO ZERO (0).

Chair deLaFreniere and Vice-Chair Seiden signed the acknowledgement certificate.

4. CHAIRMAN REPORTS

Chair deLaFreniere presented the Commission with a proclamation drawn up by a representative of AHRF regarding Scottsdale supporting an event in recognition of the GLBT community. The City of Scottsdale supports most culture and minority groups within the community but the GLBT community is not among them. She noted that other local cities such as Phoenix, Tempe, and Tucson support the Gay, Lesbian, Transgender community; documents from these cities regarding their GLBT recognition policies are available.

Chair deLaFreniere opined that because Scottsdale is in the forefront of the GLBT communities it would be important to let people know the City believes in nondiscrimination not only for race but gender and sexual identity as is stated in the charter. She recommended having an observance day on June 29th which is the anniversary of Stonewall.

Mr. Logan confirmed that the City of Scottsdale celebrates many events which are linked to national month long events. A proclamation in recognition of Gay, Lesbian, Transgender, Bisexual Month would be within the character of a precedent that is already set within the City.

Mr. Logan noted that proclamations are issued only through the Mayor's office, independent of the Council. The Human Relations Commission could request that staff take the proposed proclamation and request the Mayor consider authoring a proclamation consistent with the language presented.

In response to an inquiry by Commissioner Woerth, Mr. Logan reiterated that a proclamation would be consistent with the work that has been done out of the Diversity and Dialogue office. He noted that City employees benefit from a benefits package that includes same-sex domestic partner benefits. Including the gay and lesbian community as part of the formula extends beyond what the Title 7, Chapter 7 provision requires, which does not address sexual orientation.

Commissioner Tutelman suggested research be done in order for the Commission to compose a thorough proclamation proposal to send to the Mayor. He suggested putting a discussion on the agenda for October at which time the Commission would have the opportunity to vote on forwarding the document.

5. COMMISSIONER ITEMS

Commissioner Padwe noted that the Hispanic Heritage Festival would emphasize the 21 countries that are part of Hispanic culture; the 21 flags have been incorporated into the publicity literature. Music representing different

aspects of the culture will be part of the event as well as an art display representing 15 to 20 Hispanic artists. Mr. Logan distributed event posters.

In response to a question by Vice-Chair Seiden a discussion ensued regarding ways the Commissioners could participate in the event. Historically, the Commission has had a banner and been available for public interaction as well as assisting with the passports which are taken from booth to booth.

Commissioner Tyler mentioned that the MLK Celebration would be held Tuesday, January 9, 2007 at the Chaparral Suites; the keynote speaker will be Juan Williams of NPR.

Commissioner Tutelman updated the Commission on the Phoenix Day Labor situation. He noted that he recently had the opportunity to speak on behalf of the Phoenix Police Department and the City of Phoenix regarding ways which Phoenix was enforcing ordinances. He noted that the issue becomes political in public situations because the topic sways from a day labor issue into a discussion on illegal immigration. He reviewed the laws on loitering and freedom of speech in relation to day labor. Commissioner Tutelman noted only Immigrations and Customs Enforcement or those certified by them are allowed to make a determination of undocumented immigrants, local law enforcement is not allowed to make that determination.

Commissioner Gendron commented that the possibility of a day labor situation coming with the Lowe's provided a chance for the Commission to be proactive. He opined in addition to continuing regional day labor discussions, Scottsdale could take a lead.

Mr. Logan noted that the Diversity and Dialogue office had been in touch with the representative of Lowe's regarding the concern regarding day labor. The Lowe's representative was unconcerned because strict policies are enforced within the organization that curbs that type of behavior. Mr. Logan noted that of the 16 locations in the Valley there have been no instances of day labor problems.

Commissioner Tutelman mentioned that some cities in California have adopted regulations on home improvement centers as part of their zoning codes which are being stipulated as part of their use permits.

Mr. Logan commented that the biggest misconception in the day labor discussion is the tendency to assume that everyone seeking work is not documented, which is not the case.

Commissioner Gendron noted the importance of awareness on the part of the Human Relations Commission of the political environment and the use of these issues by politicians in their campaigns.

Referring to Proposition 107, Commissioner Woerth opined that it was a diversity issue and that it would affect employee domestic partner benefits. He inquired in what ways the Human Relations Commission would be allowed to speak out regarding the issue. Mr. Logan explained only those in elected positions could take a political stance; as individuals Commissioners are free to have their own

opinions but not as a Commission. The Commission itself would be allowed to provide a forum for discussion of both sides of an issue.

Commissioner Gendron remarked about the positive results of Tempe's diversity audit.

6. OPEN CALL TO THE PUBLIC (A.R.S. § 38-431.02)

Denise Labrecque from the City's ADA department introduced herself, noting her availability as a resource for disability issues. Her jurisdiction is Scottsdale facilities which includes buildings, people, programs, and events as well as public education. Title 3 of the ADA talks about places and public education, the ADA department informs building permit applicants of their responsibilities and is investigating compiling a publication on how to plan and put on accessible events.

In response to a question by Commissioner Woerth, Ms. Labrecque noted the biggest challenge was buildings and physical accessibilities. She is responsible for prioritizing needs as identified by the City's facilities audit conducted a couple of years ago. Many of the old buildings are not accessible; the subtle items such as high counters and door knobs are often the problem.

7. STAFF LIASION ITEMS

Mr. Logan distributed copies of the diversity calendar noting there is something listed every day of the year across the world.

Mr. Logan reviewed the City events calendar, in which events important to have a Council presence were highlighted. It is critical for elected officials to show support of critical diversity initiatives.

Mr. Logan distributed the Cross-Cultural Communication Series schedule. He reviewed the scheduled dates, topics, and speakers. He explained that Helen Handler was not included because there were so many proposals. She was therefore invited to submit an application for the next Series.

Mr. Logan confirmed that each Commissioner had signed a Personal Interest Disclosure Form. In addition to that form he requested that each Commissioner sign a Personal Interest Declaration which indicates that any conflicts of interest will be disclosed. The document will be placed on file in the City Clerk's office and will be updated with individual conflict forms as they are filled out through the year.

Mr. Logan reported that Commissioner Tyler had been awarded the Drinkwater Award from Scottsdale Leadership and would be recognized at a luncheon on December 8th.

ADJOURNMENT

With no further business to discuss, the meeting adjourned at 6:36 p.m.

